



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

1530
Ser N13/ 098
5 May 16

From: Director, Military Personnel Plans and Policy (N13)
To: Assistant Commander, Navy Personnel Command for Career Progression (PERS-8)
Subj: MAY 2016 LATERAL TRANSFER/REDESIGNATION BOARD REQUIREMENTS
LETTER

Encl: (1) Lateral Transfer/Redesignation Requirements

1. Purpose. To provide policy guidance and requirements for Lateral Transfer/Redesignation Board scheduled to convene 30 May 2016.
2. Lateral Transfer/Redesignation. Specifications for officer lateral transfer between the Line and Staff Corps and redesignation within the Line are identified in enclosure (1).
3. Waivers. Waiver requests, which have been granted by Chief of Naval Personnel or Director, Military Personnel Plans and Policy (N13), supersede other board eligibility requirements.
4. Board Composition. Ensure each panel has at least one Unrestricted Line member.
5. Board Results. Forward statistical results to N13 and the Special Assistant for Diversity and Inclusion (N1D).
6. Once the board is convened, no changes to enclosure (1) will be entertained.


E. F. BURKE

LATERAL TRANSFER/REDESIGNATION REQUIREMENTS

1. All candidates must have the professional or graduate degree required for the designator requested as specified in MILPERSMAN 1212-010 or 1212-030. Candidates must also meet the requirements as delineated in OPNAVINST 1210.5. Specifically:

a. Officers must have completed at least 24 months of active commissioned service above the grade of CWO5. An officer may not request transfer from the Unrestricted Line until within six months of completing obligatory service in the present community as a result of functional training received (training received that further enables an Unrestricted Line officer to perform their duties, such as Department Head School).

b. Aviation officers (131X and 132X) are eligible to apply for lateral transfer if the officer has fulfilled the Active Duty Service Obligation (ADSO), or will be within 12 months of completing ADSO at the time the Board convenes. Aviation officers with obligated service as a result of Aviation Career Continuation Pay (ACCP) are eligible to apply if the officer will be within 12 months of completing ACCP obligation at the time the Board convenes. Additionally, Aviation officers with obligated service as a result of ACCP are eligible to apply if the officer will be within 12 months of Department Head tour Planned Rotation Date (PRD) at the time the Board convenes, regardless of contrary ACCP contract language. Redesignation immediately following department head tour may result in cancelation of ACCP, which will be adjudicated by Aviation Officer Assignments (PERS-43). Aviation officers shall not be permitted to redesignate until completion of ADSO, fulfillment/expiration/cancellation of ACCP contract, or PRD, as determined by BUPERS-313. Aviation officers in operational flying billets (billet designator XXX1 or XXX2) will not be permitted to redesignate until PRD. General Aviation officers (GENAVs), 1300-designated officers, are eligible to apply for lateral transfer/ redesignation, regardless of ADSO from winging. BUPERS-313 authorizes redesignation timing.

c. Surface Warfare (111X) Officers who have applied for and/or accepted Surface Warfare Officer Continuation Pay (SWOCP) and/or Revised Junior Officer Critical Skills Retention Bonus (RJCSRB) are obligated to complete their department head assignments and may not apply for lateral transfer from the SWO community until within 12 months of PRD from their final required department head tour. Post-department head officers may not apply for lateral transfer until within 12 months of PRD; additionally, if serving under an agreement for the LCDR SWO

Enclosure (1)

critical skills bonus, may not apply to the board until within 12 months of satisfaction of the full obligation.

d. Submarine Officers (1120) and Nuclear Trained Surface Warfare Officers (1110, SWO(N)) will not normally be released for lateral transfer from an at-sea assignment, if they have a year or more left on a Nuclear Officer continuation pay (COPAY) contract or some other form of obligated service, or if they have more than a year left before their scheduled projected rotation date (PRD). Submarine post-division officers will not normally be considered for lateral transfer unless provided a waiver. Completion of a submarine Department Head tour does not guarantee release from the Submarine community. All Naval Nuclear Propulsion Program (NNPP) lateral transfer request applications are vetted and approved for release by the NNPP Program Manager (OPNAV N133).

e. Unrestricted Line officers shall have achieved warfare qualification before applying for transfer. Officers who are exempted from participation in warfare qualification programs must complete a minimum of two years of active commissioned service before applying.

f. Officers must possess at least a baccalaureate degree. Any Limited Duty Officer (LDO) wishing to redesignate who is within 6 months of completing their baccalaureate degree may apply for lateral transfer. Their package must include an official letter from an accredited university or college stating they are in good standing and also contain their expected degree and graduation date (month/year). Waiver requests from an LDO wishing to redesignate who is enrolled but is not within 6 months of completing their baccalaureate degree will be considered on a case-by-case basis.

g. Applications for redesignation and lateral transfer will not be accepted from officers who are being processed for administrative separation.

h. Full Time Support (FTS) and Selected Reserve (SELRES) officers are not eligible to apply for this board.

i. All officers under consideration at this board must have the concurrence of their respective Officer Community Manager (OCM) to ensure their eligibility for lateral transfer.

j. Applicant choice: Officers who desire consideration for lateral transfer into more than one designator and are qualified for lateral transfer/redesignation in those designators will

first receive consideration from the community of their first choice. If not selected by that community, they may be considered by their second choice and/or other communities.

k. Selection order: Year Group Priority (YGP) selection order is promulgated to assist the promotion of community health within identified Year Group Bands (YGB). Due to a shortage of outgoing inventory (from the feeder communities) within the specified YGB, a YGP was generated to assist the communities in most need of personnel within that YGB. YGP (Table A) was set based on communities with the lowest percent of inventory per their communities programmed requirements.

The option to choose up to 50% of the feeder communities' outgoing quotas for the same YGB will be provided to the communities identified in respective order. Each priority community, starting with the first priority community listed (Table A), will choose one candidate in rotation until their maximum priority quota has been consumed (or the priority communities have passed on selecting their share). At that time the selection process will open up to the remaining communities.

If there are out quotas remaining after each community makes their initial selection, the same order will be used for the second round, starting with the first community listed.

(Note: All priority communities will be afforded the opportunity to make at least one selection, even if the 50% threshold is surpassed. If the YGB does not contain enough candidates/quotas to support this, then the communities will select based on availability. Upon reaching the threshold, the next selection will be the first non-priority community).

Table A: Year Group Priority

1st number: Maximum # of priority picks.

2nd number: Maximum allowed for that YGB.

Note: Numbers in parentheses indicate IN quotas are spread across more than one YGB.

Year Groups 2016-2013 Top Six are Priority		Year Groups 2012-2010 Top Six are Priority	
Quotas Out = 16 Priority allocation = 8		Quotas Out = 78 Priority allocation = 39	
Community	Community	Community	Community
1. EDO (1440): 2/(5)	No other communities have in-quotas for YG 16-13	1. FAO (1710): 4/4	10. SUPPLY (3100)
2. PAO (1650): 2/(3)		2. AEDO (1510): 1/1	11. CEC (5100)
3. HR (1200): 1/(3)		3. EDO (1440): 8/(8)	12. SWO (1110/1160)
4. CW (1810) 1/(5)		4. HR (1200): 5/(5)	No other communities have in-quotas for YG 12-10
5. AVIATION (13XX): 1/2		5. CW (1810): 5/(5)	
6. INTEL (1830): 1/5		6. MSC (2300): 5/(5)	
7. CEC (5100)		7. OCEANO (1800)	
8. IP (1820)		8. IP (1820)	
9. MSC (2300)		9. PAO (1650)	

Year Groups 2009-2004 Top Six are Priority		Year Groups 2003 and Senior Top Six are Priority	
Quotas Out = 128 Priority allocation = 64 * Number of FOS outquotas replaced with actual number of applicant numbers for calculation purposes		Quotas Out = 36 Priority allocation = 18 * Unlimited quotas from Aviation replaced with actual applicant numbers for calculation purposes	
Community	Community	Community	Community
1. FAO (17XX): 15/15	10. EDO (1440)	1. AEDO (1510): 5/5	No other communities have in-quotas for YG 03 and senior
2. AEDO (1510): 12/12	11. SWO (1110/1160)	2. IP (1820): 1/1	
3. CW (1810): 5/(5)	12. MSC (2300)	3. EDO (1440): 4/(4)	
4. AMDO (1520): 2/(2)	No other communities have in-quotas for YG 09-04	4. FAO (1710): 5/5	
5. PAO (1650) 1/1			
6. HR (1200): 3/3			
7. INTEL (1830)			
8. SUPPLY (3100)			
9. IP (1820)			

2. Table B is a list of the number of quotas by year group authorized for transfer out of listed designator (community). The Aviation community is further divided by aircraft type. The Board shall not exceed the authorized quotas as listed in Table B.

Table B – Active Component (AC) OCM YG LIMITATIONS MATRIX – Maximum number of quotas allowed for transfer "OUT" of each community

All applications received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply only to USN applicants or USNR applicants on the active duty list. Each YG restriction has been vetted through each AC OCM. These numbers represent the maximum number from AC communities by YG, not a quota to be re-designated.

13XX (AVN):

U = Unlimited

* = Unlimited out quotas for 1xFOS to O-4 (e.g. "1 *" means one unrestricted out quota and unlimited out quotas for any officer FOS to O-4)

& = Non-E-2D qualified (e.g. "&2 *" means two out quotas for non-E-2D qualified officers and unlimited out quotas for any officer FOS to O-4)

13XX (AVN) / 151X (AEDO): The Board may select up to two 13XXs from USN Test Pilot School (TPS) Class 146 & 147 to AEDO without T/M/S/D & YG restrictions (two 13XXs total; NOT two per class). These two selections do not count against the Aviation out quotas listed in the tables.

COMMUNITY	YEAR GROUP																
	16	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00
1110 (SWO)	0	0	4	8	7	18	17	7	4	2	1	4	3	0	0	0	0
1110 (SWO (N))	0	0	0	0	0	0	1	4	1	0	0	0	0	0	0	0	0
1120 (SUB)	0	0	0	0	0	0	6	3	4	2	1	0	4	1	0	0	0
1130 (SPECWAR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1140 (EOD)	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
1200 (HR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1210 (INSTR)	0	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0	0
1220 (NR)	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
1300 (GENAV)	0	0	0	0	0	0	U	U	U	U	U	U	U	U	U	U	U
1310 (PILOT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VFA	0	0	0	0	0	0	0	0	0	2	2*	1*	U	U	U	U	U
VAQ	0	0	0	0	0	0	0	0	0	0	0*	0*	U	U	U	U	U
VAW/VRC	0	0	0	0	0	0	0	0	0	0	&2*	&1*	U	U	U	U	U
VP	0	0	0	0	0	0	0	0	0	3	2*	2*	U	U	U	U	U
VQ(T)	0	0	0	0	0	0	0	0	0	0	1*	0*	U	U	U	U	U
VQ(P)	0	0	0	0	0	0	0	0	0	2	0*	0*	U	U	U	U	U
HSL/HSM	0	0	0	0	0	0	0	0	0	3	1*	1*	U	U	U	U	U
HS/HSC	0	0	0	0	0	0	0	0	0	3	3*	U	U	U	U	U	U
HM	0	0	0	0	0	0	0	0	0	0	0*	0*	U	U	U	U	U
1320 (NFO)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VFA	0	0	0	0	0	0	0	2	2	2	1*	3*	U	U	U	U	U
VAQ	0	0	0	0	0	0	0	1	1	1	1*	1*	U	U	U	U	U
VAW/VRC	0	0	0	0	0	0	0	1	2	2	&1*	&2*	U	U	U	U	U
VP	0	0	0	0	0	0	0	3	3	0	0*	0*	U	U	U	U	U
VQ(T)	0	0	0	0	0	0	0	1	0	0	0*	0*	U	U	U	U	U
VQ(P)	0	0	0	0	0	0	0	2	1	0	1*	2*	U	U	U	U	U

Table B – Active Component (AC) OCM YG LIMITATIONS MATRIX – Maximum number of quotas allowed for transfer "OUT" of each community

All applications received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply only to USN applicants or USNR applicants on the active duty list. Each YG restriction has been vetted through each AC OCM. These numbers represent the maximum number from AC communities by YG, not a quota to be re-designated.

COMMUNITY	YEAR GROUP															
	16	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01
144X (EDO)	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
151X (AEDO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
152X (AMDO)	0	0	0	0	0	1	0	0	0	1	0	0	1	0	0	0
165X (PAO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17X0 (FAO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
180X (OCN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
181X (CW)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
182X (IP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
183X (INT)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
230X (MSC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
250X (JAG)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
290X (NC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
310X (SC)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
410X (CHC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
510X (CEC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
612X (OPS)	0	0	0	0	0	0	1	1	0	1	1	0	0	0	1	0
613X (ENG)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
618X (ELEC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
633X (AV MAINT)	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
636X (AV ORD)	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0
641X (ADMIN)	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
649X (SECURITY)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
651X (SUPPLY)	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0
681X (CW)	0	0	0	0	2	3	2	2	0	0	0	0	0	0	0	0
682X (IP)	0	0	1	1	1	5	3	4	0	0	0	0	0	0	0	0

Notes: Lateral Out Community Specific Information

a. Special Warfare (NSW) - 113X. NSW officer manning remains critically low and retention of officers at all grades in the community remains a priority. Officers requesting redesignation from NSW must have approval from Commander, Naval Special Warfare Command and OCM endorsement. Officers obligated under their minimum service requirement (3 years of service post-pinning) or an Officer Continuation Pay contract with greater than 12 months obligation remaining are not eligible to transfer out of the NSW community.

b. Explosive Ordnance Disposal (EOD) - 114X. Officers who are obligated under either their minimum service requirement (MSR), Obligated Service Requirement (OBLISERV) for completion of Naval School Explosive Ordnance Disposal (NAVSCOLEOD), or the Critical Skills Retention Bonus (CSRB) will not be authorized to laterally transfer out of the EOD community unless they have less than 12 months remaining under their obligated service or contract at the time of the board convening date.

c. Nuclear Power School (NPS) - 1210. Instructors are commissioned and remain on active duty for four years and serve as instructors at both officer and enlisted Nuclear Power School, teaching the fundamentals of the program. Nuclear Power School Instructors teach at the Master's level and only those with the highest academic records are selected.

d. Naval Reactors (NR) Engineer - 1220. Naval Reactors Engineers assume responsibility for various portions of technical work in their assigned areas. This includes directing technical work at one of two Department of Energy laboratories, six shipyards, two nuclear prototype/training sites, over 100 nuclear-powered ships, and over 1000 firms that support the Naval Reactors Program. All of these organizations are subject to the technical direction of the engineers at Naval Reactors. NR Engineers are commissioned and remain on active duty for five years and work in the research, development and design of nuclear technology at Naval Reactors Headquarters.

e. Aviation (AVN) - 13X0. There are an unlimited number of out quotas for officers who fail to select (FOS) to LCDR. Status as a 1xFOS to LCDR supersedes ACCP obligation and all T/M/S/D & YG restrictions. In addition, the Board may select up to two 13XXs from USN Test Pilot School (TPS) Class 145 & 146 to AEDO without T/M/S/D & YG restrictions (two 13XXs total; NOT two per class). These two selections do not count against the Aviation out quotas listed in the tables.

f. Engineering Duty Officer (EDO) - 14X0. EDO out-quotas are extremely limited. Redesignation requests shall be reviewed on a case-by-case basis with careful consideration given to impact on overall community health. Applicants must have fulfilled at least 24 months of their postgraduate education payback tour in order to apply.

g. Judge Advocate General (JAG) - 2500. Law Education Program Officers are not eligible to transfer/redesignate to another community through this board process.

h. Limited Duty Officer (LDO) - 6XXX. LDO redesignation requests will be reviewed on a case-by-case basis, considering impact to overall community health. Nuclear LDO submissions will not be considered. All other designators must have completed four years commissioned service and accepted permanent LDO appointment to LT prior to lateral transfer/redesignation. Special consideration will be given to those officers projected to be statutorily separated for years of service prior to attaining the rank of Commander.

3. The following is a list of the requested designators and openings for lateral transfers into their respective communities. The Board shall not exceed the authorized quotas and there is no requirement to fill all quotas. *Board members should select only the best qualified applicants within the constraints listed in Table C.*

Table C - YG LIMITATIONS MATRIX – Maximum quotas allowed for transfer “INTO” each community

The limitations listed below are the maximum number of officers that can be redesignated in each officer community by YG based on an analysis by community managers on the inventory and programmed requirements for the listed year groups. The Maximum Allowable Quotas represents the maximum number of officers that can be redesignated across all YGs in each community. This number is the lessor of either the sum of the quotas listed in each row, or the upper limit of quotas allowed as set in the FY16 Active Duty Officer Accession Plan.

TABLE C CODES

() = Brackets in matrix denote YG Band quota allocation. Quota allocation is a total number of selects across the YG Band.
= Maximum Allowable Quotas as outlined in the current Fiscal Year Active Duty Officer Accession Plan

1200 (HR)

* = A maximum of one quota may be reallocated if an authorized quota from other YGs is not used per the priorities outlined in this Board Quota Letter guidance.

& = A maximum of one quota may be used in YGs 08 and 06 no matter whether or not an authorized quota from other YGs is redistributed. See para 3.d for additional guidance on use of reallocated quotas.

165X (PAO)

\$ = A maximum of one quota may be used between YGs 14, 11 and 09.

17XX (FAO)

λ = Unused YG 02-06 quotas may be allocated to YGs 07, 09, 10, and 11 but not to exceed maximums for each year (YG 07 max is 2, YG 09 max is 3, YG 10 max is 4, YG 11 max is 4).

RC QUOTAS	DESIG	YG	16	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00	99	98	97	96	95	94	93	92	91	Max Allowable Quotas #
NO	111X (SWO)		0	0	0	0	0	(	2	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	112X (SUB)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	114X (EOD)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	118X (SEAL)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	120X (HR)		0	0	(	3*	)	2*	0	(1*	&)	(2*	&	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	131X (PILOT)		0	(	1	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
NO	132X (NFO)		0	(	1	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NO	14X0 (EDO)		0	0	0	(	5	)	2	0	0	0	1	0	(4	)	0	0	0	0	0	0	0	0	0	0	0	0	1
NO	14X0 EDO (N)		0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
NO	14X0 EDO (NR)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	151X (AEDO)		0	0	0	0	0	0	1	1	2	3	2	2	2	2	3	0	0	0	0	0	0	0	0	0	0	0	18
NO	152X (AMDO)		0	0	0	0	0	0	0	(2	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	165X (PAO)		0	0	1\$	(	2)	\$	0	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
NO	17XX (FAO)		0	0	0	0	0	1^	3^	1^	1	1^	7	4	1	3	2	0	0	0	0	0	0	0	0	0	0	0	24
NO	180X (OCN)		0	0	0	0	(	2)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	181X (CW)		0	0	0	(		5		)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
NO	182X (IP)		0	0	1	(		21			)	5	0	0	4	0	0	0	1	0	0	0	0	0	0	0	0	0	32
NO	183X (INTEL)		0	0	5	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	6
NO	230X (MSC)		0	0	0	(			5					)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
NO	250X (JAG)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	290X (NC)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	310X (SC)		0	0	0	0	0	0	(2	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	410X (CHC)		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	510X (CEC)		0	0	(	1	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

NOTES: Lateral In Community Specific Information

a. Surface Warfare Officer (SWO) - 111X. Prior to reaching seven and a half years of commissioned service, officers applying for SWO with three or more years of commissioned service must be Surface Warfare qualified and have (or be capable of completing) 36-months in division officer billets. Officers must have a Bachelor's degree. Applicants who have not specifically applied to the SWO community will not be considered.

b. Explosive Ordnance Disposal (EOD) - 1140. Selection of officers should be based on quality of the record. All selections must have successfully passed the EOD physical screening test (PST) and be cleared medically for diving duty. An interview by an EOD Officer, while preferred, is waivable and its absence should not be viewed as disqualifying. Achieving all quotas is not a priority.

c. Special Warfare (NSW) - 113X/118X. There are no quotas. All selections must have passed the SEAL physical screening test and received a positive screening during the SEAL Officer Assessment and Selection Board held each September.

d. Human Resources (HR) - 1200

(1) Sustained Superior Performance. Officers who have a record of sustained superior performance and are best qualified should be considered for selection.

(2) YG Considerations. To fulfill Graduate Education quota needs, selections in YGs 12-13 should be prioritized to occur prior to YGs 11 and 14 if YG overlap occurs during lateral transfer selections. The board may select up to eight officers for this board (two for YGs 04-07 (no more than one in YG 06), one in YGs 08-09, two in YG 11 and three for YGs 12-14). Should quotas go unused based on preceding quota YG caps, one unused YG quota can be reallocated based on following priority: one additional quota for YG 11 (new cap of three quotas), one additional quota for YGs 12-14 (new cap of four quotas), one additional quota for YGs 08-09 (new cap of two quotas, no more than one select from YG 08), one additional quota for YGs 04-07 (new cap of three quotas, no more than one select from YG 06).

(3) Lieutenants in YGs 08 and senior are expected to compete immediately for promotion against HR peers if selected for redesignation. Officers who are LCDR(Sel) or senior are

expected to compete for milestone/command screening immediately after selection. In selecting officers in YGs 08 and senior, give consideration for their ability to compete immediately in these important HR career gates with little time to further develop their record.

(4) Education. HR related graduate degrees in operations analysis (OA), manpower systems analysis (MSA), education/training management, financial management, business management, and human resources management are highly desired. Master's degrees are not required for YGs 12 and junior since the community may send selectees to the Naval Postgraduate School for an HR related Master's degree. HR applicants without graduate degrees or enrolled in a graduate degree awarding program are preferred to have a minimum Academic Profile Code (APC) of 345 or better with APCs of 325 or better being optimum for admittance to all relevant NPS curriculums to include OA. Applicants without an APC should have their transcripts reviewed for the following preferred minimums: 2.2 GPA, calculus with C or better or two pre-calculus courses with a B+ or better. Applicants may qualify for OA, a community priority, if they have more than one year of calculus/upper level math with average grades between C+ and B+ or better. When transcripts indicate eligibility for OA but the second APC digit is "3," use transcripts instead if the officer has taken a calculus III or higher math class greater than five years ago (these officers are OA eligible with math refresher/waiver). Applicants in YGs 11-08 are less likely to have opportunity to attend NPS and are preferred to have completed their Master's degree or progressing towards completion before next promotion opportunity (YG 11 completion within three years, YG 10 completion within two years, YG 09 completion within 1 year, YG 08 completion within six months). Applicants in YGs 07 and senior without a Master's degree should still be considered by board if whole of record is competitive.

(5) Warfare Qualification. Warfare qualified applicants are preferred. However, non-warfare qualified officers (e.g., Nuclear Power School Instructors (1210 designator)) who have strong records, strong educational/experience backgrounds in human resources core competencies, and are physically qualified for overseas or sea duty, should be strongly considered. Applicants that are sea duty deployable and available for worldwide assignment are preferred.

(6) Letters of Recommendation from senior Human Resources Officers are desired; however, absence of should not

be viewed as disqualifying, particularly in applicants that are otherwise competitive and bring current operational experience.

(7) Operations Analysis Requirement. The Community has a critical need for YGs 12-14 officers that are academically eligible to study OA, a SECNAV Critical Competency Skill. The board shall select a minimum of one officer from YGs 12-14 that is academically eligible to study OA. This number should only be attained if there is sufficient number of officers determined best qualified for selection.

(8) Manpower Systems Analysis Requirement. The Community has a need for YG 12-14 officers that are academically eligible to study MSA. The board shall select a minimum of two officers from YGs 12-14 that are eligible to study MSA. This number should only be attained if there is sufficient number of officers determined best qualified for selection. Should there be insufficient number in YGs 12-14, consider YG 11.

e. Aviation (AVN) - 13X0. Aviation selection should be based on sustained superior performance, Aviation Selection Test Battery (ASTB) scores and, academic record due to the rigors of the Aviation training pipeline. Candidates shall have an approved Naval Operational Medicine Institute (NOMI) Aviation Physical conducted within the last 12 months stating candidate is physically qualified for aviation service. Minimum ASTB Score requirements: Pilot: AQR = 4 /PFAR = 5; NFO: AQR = 4 /FOFAR = 5.

f. Engineering Duty Officer (EDO) - 14X0

(1) Source communities: EDOs typically come from 1110 and 1120 communities; however, candidates from all communities may be considered (i.e., 13X0, 12X0, etc.).

(2) Warfare qualifications: The EDO community needs warfare-qualified officers. Nuclear Power School Instructors (1210) or Naval Reactors Engineers (1220) (not screened for an EDO (NR) quota) may be considered without warfare qualification, with the expectation they will gain qualification via the ED Dolphin Program.

(3) The following guidance applies to lateral transfer quotas and quota bands:

(a) EDO quota band YG 13-11: Select 0 to 5 applicants.

- (b) EDO quota YG 10: Select 0 to 2 applicants.
- (c) EDO quota YG 06: Select 0 to 1 applicants.
- (d) EDO quota band YG 04-03: Select 0 to 4 applicants.
- (e) EDO(N) quota YG 10: Select 1 applicant.
- (f) EDO(N) quota YG 08: Select 1 applicant.
- (g) Total selects for EDO, EDO(N) and EDO(NR) not to exceed 12. 2 MUST be EDO(N). 0 EDO(NR) quotas this board.

(4) Seniority considerations: Officers YG 04 and senior require careful consideration for lateral transfer. They must be highly competitive for promotion based on performance and should also have a qualifying subspecialty code (i.e. a technical master's degree acceptable to the community, see paragraph (5), below) such that they will not need to be detailed for graduate study.

(5) Degree requirements: While there is no strict guidance for undergraduate study, technical undergraduate degrees are preferred (Academic Profile Code (APC) should not be greater than 334). For those applicants already having completed graduate work, board members should look for the following approved subspecialty codes with a "P" or higher suffix: 51XX, 52XX (with exception of 5203), 53XX, 55XX, 56XX, 57XX (with exception of 5709 and 5710), 58XX or 6203. As noted in paragraph (4), it is highly desirable for more senior applicants to possess an approved subspecialty code.

(6) Additional considerations:

(a) EDO(N) officers must be selected from nuclear qualified surface warfare officers (as indicated by a KD1 AQD). The quotas for EDO(N) cannot be used for EDO(NR) or EDO.

(b) There are no EDO(NR) quotas this board. EDO(NR) quotas are used to select qualified NR Officers (1110 or 1220) - if qualified candidates are not available, the requirement must not be filled. The quotas for EDO(NR) cannot be used for EDO(N) or EDO. EDO(NR) qualified candidates are clearly identified by NR in their command endorsement.

g. Aerospace Engineering Duty Officer (Engineering) (AEDO)
- 1510

(1) Source communities: Applicants will be considered from the URL aviation designator (13XX).

(2) Degree requirements: Selection is not based upon degree alone; however, technical or business undergraduate degrees are preferred. Technical, systems engineering, technical management, and business graduate degrees are highly desired. Test Pilot School (TPS) graduates and acquisition experience are also highly desired.

(3) Warfare qualifications: Applicants must be aviation warfare qualified officers (Pilot or Naval Flight Officer). A minimum of 48 months of fleet sea duty experience is preferred.

(4) Officers who are 1xFOS for LCDR shall not be considered for lateral transfer to 1510.

h. Aerospace Engineering Duty Officer (Maintenance) (AMDO)
- 1520.

(1) Professional Aviation Maintenance Officer (PAMO) qualification is highly desired, or selectees should have enough time to meet requirements. Degrees in business, technical, math, or "hard" science disciplines are desired; however, overall academic achievements should be given due consideration. The Defense Acquisition Workforce Improvement Act (DAWIA) Acquisition Career Field Certifications should also be considered when selecting senior applicants.

(2) Applicants that possess a diverse background, including both aviation organizational and intermediate level maintenance tours should be strongly considered and are highly preferred.

(3) Select only the best-qualified applicants who possess adequate time to establish career paths consistent with 1520 LCDR requirements.

i. Public Affairs (PAO) - 1650. The Public Affairs community is open to top performing applicants from any designator who have demonstrated sustained, superior performance and possess the core competencies needed of Public Affairs Officers, either through academic credentials and/or civilian professional work experience or operational exposure.

Candidates must possess the necessary background to provide strategic communications counsel, media operations guidance, as well as planning and execution of public affairs missions.

(1) Board YG considerations: Opportunity to redesignate as a Public Affairs Officer is very limited, and, historically, the demand to join the PAO community far exceeds the community's capacity. The Public Affairs Officer community has three quotas available for this board. Consideration should be given to officers in specific YGs to ensure a healthy promotion flow point to LCDR and CDR. The Board is authorized to select up to one in YGs 09, 11 and 14, and up to two in YGs 12, 13. There is a steep requirement increase of 70 officers between LTJG (OPA of 15) and LT (OPA of 85). All Officers selected from these year groups will be assigned to initial sea duty Public Affairs pipeline training billets, most likely at a Navy Public Affairs Support Element (NPASE) in Norfolk or San Diego or an aircraft carrier. As such, the board should assess the ability of candidates to serve on sea duty in one of these duty locations.

(2) Public Affairs experience (collateral duty PAO, civilian PA background, etc.) and degrees in communication, mass communications, journalism, marketing, public administration, economics, political science, international studies, or a foreign language are preferred, but not required.

(a) Candidates who actively sought opportunities to collaborate with designated PAOs, whether as a collateral duty PAO or during TAD/TDY opportunities, should be recognized and receive close attention by the board.

(b) Interviews, appraisals, or endorsements by experienced, designated Public Affairs Officers are desired; however, absence of interviews, appraisals, or endorsements should not be viewed as disqualifying.

(3) Warfare qualified applicants are preferred, but non-warfare qualified officers who have strong public affairs backgrounds should be considered.

(4) All applicants must be sea duty deployable and available for worldwide assignment.

j. Foreign Area Officer (FAO) - 1710. The FAO Community is open to top performing applicants with strong operational experience and international engagement aptitude.

(1) A "Fully Qualified FAO" possesses the following:

(a) Regionally focused graduate degree in foreign area studies or international affairs such as a NPS degree (National Security Affairs Area Studies program), service war college (National Security Strategic Studies program), or civilian graduate programs in foreign affairs, international relations, international business, homeland security, etc. Degrees conferred by Foreign Universities or Service colleges at the post-graduate level are accepted and desirable. A waiver for the education requirement may be granted which substitutes significant regional experience for a Master's Degree (generally either one 3-year overseas tour or multiple overseas tours within the same region totaling at least three years in the region and JPME Phase one progress or completion).

(b) In-theater FAO experience preferably one year, but waived to 6 months in the country and/or region of specialty, involving significant interaction with host-nation.

(c) Defense Language Proficiency Test (DLPT) score(s) of at least "2" or greater in two of the three modalities (listening, reading and speaking). A DLPT and/or Oral Proficiency Interview (OPI) score must have been achieved within the 3 year period immediately preceding the board.

(2) Above all other considerations, officers selected for transfer into the FAO Community must have documented *sustained superior performance* in their source community. The FAO Community desires one or more of the following attributes in its selectees (2a is most important):

(a) Demonstrated superior performance while serving as a Surface, Aviation, Submarine, Special Warfare, or qualified Information Warfare Community (IWC) officer. Top-performing officers from other Restricted Line and Staff Communities may be selected if they possess attributes desired by the FAO Community.

(b) Achievement of, or progress toward, a graduate degree in Regional/Foreign or Political-Military/National Security Affairs, including Olmstead Scholars and Foreign War College graduates.

(c) Language proficiency or aptitude as proven by documented scores on the DLPT, OPI, and/or Defense Language Aptitude Battery (DLAB).

(d) Overseas experience (i.e., one or more two year overseas tours within the same region, totaling approximately three years in that region). The nature of overseas service, especially in international relations assignments or internationally focused staff assignments, should be given consideration in determining those best qualified for selection.

(e) Possess one or more of the following educational and regional expertise subspecialty codes: 2000, 2101, 2102, 2103, 2104, and 2300.

(3) Officers with strong performance records and skills critical to the FAO Community who failed to screen for milestone assignments shall not be disadvantaged if the board determines that participation in non-traditional international engagement assignments was the major factor for the officers failing to select for milestone assignment within their parent communities.

(4) Promotability: In general, the FAO Community is able to provide junior officers (YG 04 through YG 11) requisite education and language training to become fully qualified FAOs following accession. For YG 06-07 Lieutenant applicants, it is incumbent upon the board to evaluate their promotion potential as FAOs in the next promotion cycle as the *most critical* selection factor; for YG 08-09 applicants within the next two promotion cycles. Applicants with more than two years time-in-grade as Lieutenant Commanders may be challenged to develop the appropriate experience and skills necessary to compete for milestone selection and their next promotion board, especially if they lack both a foreign language and graduate degree. These records *must* be carefully evaluated for possible immediate assignment to FAO in-country billets.

(5) FAO selectees *must be worldwide assignable* as evidenced by a suitability for overseas assignment report signed by a medical authority and endorsed by their command.

(6) Selectees *must be "eligible" for a Top Secret, Sensitive Compartmented Information (TS/SCI) clearance* as evidenced by current security clearance documentation provided as part of their official record or lateral transfer package (e.g. SSO letter, JPAS, or SF-86 if service member not adjudicated to fill a TS/SCI billet).

(7) The board shall select 24 high-quality applicants for lateral transfer into the FAO Community using the following guidance:

(a) YG02-03: The board may select up to two officers in YG02, and up to three officers in YG 03. A selected officer must possess most if not all the requirements of a "Fully Qualified FAO" per the definition in this Board Quota Letter due to proximity of subsequent CDR milestone and promotion opportunities. Unused quotas for YG 02 and YG 03 may be used for qualified applicants from YG 07 but not to exceed a total number of two candidates from YG 07, and/or from YG 09 but not to exceed a total number of three candidates from YG 09, and/or from YG 10 but not to exceed a total number four candidates from YG 10, and/or from YG 11 but not to exceed a total number of four candidates from YG 11.

(b) YG 04-05: Due to FAO Community manning requirements, top-priority should be given for selection of high quality candidates in these YGs. The board may select up to one officer in YG 04, and may select up to four officers in YG 05. LCDRs in these year groups may incur up to 24-months of non-observed FITREPs prior to their in-zone look for CDR milestone and promotion. Unused quotas for YG 04 and YG 05 may be used for qualified applicants from YG 07 but not to exceed a total number of two candidates from YG 07, and/or from YG 09 but not to exceed a total number of three candidates from YG 09, and/or from YG 10 but not to exceed a total number four candidates from YG 10, and/or from YG 11 but not to exceed a total number of four candidates from YG 11.

(c) YG 06: The board may select up to seven officers in YG 06. *LCDR(Sel) applicants in this YG are highly desirable.* Officers that have 1xFOS'd for LCDR shall not be selected. Due to the majority of the LTs being in-zone or coming into zone for promotion, officers having qualities valued by the FAO Community and having records of sustained superior performance that are likely to promote during the current year's promotion selection boards are desired. Unused quotas for YG 06 may be used for qualified applicants from YG 07 but not to exceed a total number of two candidates from YG 07, and/or from YG 09 but not to exceed a total number of three candidates from YG 09, and/or from YG 10 but not to exceed a total number four candidates from YG 10, and/or from YG 11 but not to exceed a total number of four candidates from YG 11.

(d) YG 07: Due to the majority of these officers being in-zone or coming into zone for promotion, the board may select one LT from YG 07. In addition to having qualities valued by the FAO Community, officers with records of sustained superior performance likely to promote during the current year's promotion selection boards are desired. Unused quotas for YG 02, YG 03, YG 04, YG 05, and/or YG 06 may be used for qualified applicants from YG 07 but not to exceed a total number of two candidates from YG 07.

(e) YG 08-11: The board may select one LT in YG 08, one LT in YG 09, three LTs from YG 10, and one LT from YG 11. Unused quotas from YG 02, YG 03, YG 04, YG 05, and/or YG 06 may be used for qualified applicants from YG 09 but not to exceed a total number of three candidates from YG 09, and/or from YG 10 but not to exceed a total number four candidates from YG 10 and/or from YG 11 but not to exceed a total number of four candidates from YG 11. Ideal candidates must demonstrate sustained superior performance and international aptitude.

k. Oceanography (OCEANO)- 1800. Open to two officers of any designator in YGs 11-12. All applicants must be world-wide assignable and qualified for sea duty. The board should give special consideration to the following:

(1) Undermanned year groups: As a lateral transfer community, Oceanography relies on the lateral transfer process to supplement undermanned year groups. YGs 11-12 prospective losses will bring those YGs into an undermanned status.

(2) Oceanography LDOs must possess or be within six months of completing their undergraduate degree to be considered. An Academic Profile Code (APC) calculation is not mandatory, but sufficient academic transcripts indicating the completion of a calculus and calculus-based physics series, or significant, positive progress towards completion, must be submitted in lieu of a qualifying APC. Preference should be applied to those OCEANO LDO applicants who are most competitive to begin their 1800 career now.

(3) Education: Undergraduate or graduate degrees in physical oceanography, meteorology, physics, engineering, mathematics, or other science-related fields are preferred. Applicants should have a minimum APC of 233, waiverable to 334 (waiverable APC cut-off minimums are: 2.2 Cumulative GPA, C average in calculus series, and C average in calculus-based physics series). If APC is not in record, college transcripts

should be reviewed for above minimums. Significant, positive progress towards completion of calculus and calculus-based physics series in order to meet APC minimums should be viewed favorably.

(4) Experience: Prior relevant operational Fleet experience (enlisted or officer) in Naval Special Warfare, Naval Aviation, Surface Warfare, or the Submarine force is highly desirable, as is current or prior experience in the Oceanography community (enlisted or officer). Otherwise exceptional candidates from communities that do not offer fleet experience should also be given due consideration.

(5) Promotability: Records must be closely screened to determine when they will be in-zone for promotion and carefully evaluate their potential for promotion as a new Oceanographer.

(6) Security Clearance: Applicants must be eligible for Top Secret, Sensitive Compartmented Information (SCI) clearance. If not currently eligible for SCI, the applicant must have included an SF-86 or a letter from a Special Security Officer (SSO) indicating successful completion of an SCI pre-screening interview.

1. Cryptologic Warfare (CW) - 1810. CW has five quotas for this board. Applicants into this community will be considered from any designator. Primary consideration should be given to sustained superior performers with the skills, education, and background to contribute to CW core competencies of Signals Intelligence (SIGINT), Electronic Warfare (EW), and Cyber Operations. Board members should not feel obligated to fill all of the Cryptologic Warfare lateral transfer quotas should there be insufficient numbers of qualified applicants; quality is preferred over quantity. Applicants who have not specifically applied to the CW community will not be considered.

(1) The Board should give special consideration to promotability. CW is specifically looking for qualified lateral transfer candidates in YGs 09-13.

(2) IWC LDO off-ramp: Due to ongoing Information Warfare Community LDO off-ramp initiatives, board members should pay particular attention to LDO 681X applicants *giving them strong consideration for re-designation; however, the best qualified applicant, regardless of designator, should be chosen in target year group(s).* LDO applicants should be within 6 months of completing an undergraduate degree. Officer warfare

qualification is desired, but not required if the officer has not had the opportunity to obtain the officer warfare qualification.

(3) Security clearance: Applicants must be eligible for Top Secret, Sensitive Compartmented Information (SCI) clearance.

(4) Education: The CW community has technical leadership opportunities for officers with undergraduate and graduate degrees related to Science, Technology, Engineering and Mathematics (STEM). Experience and certifications gained outside traditional academic venues should also be recognized and considered by the Board. Selection of candidates should not be based solely upon educational background.

(5) Experience: Warfare qualified applicants with prior Signals Intelligence, Electronic Warfare, or Cyber Operations mission experience should receive close attention.

m. Information Professional (IP) Officer - 1820

(1) Sustained Superior Performance: Officers who have a record of sustained superior performance and are best qualified should be considered for selection. Primary consideration should be given to applicants with documented skills, education, and background to contribute to Command, Control, Communications, Computers and Information (C4I), Information Assurance, Communications and Information Systems and Cyber Security.

(2) YG Considerations: IP has 32 quotas for this board. Competitive, due course IP LDOs (642X) in YG 09-YG 14 should be given strong consideration for re-designation. IP LDOs must be within 6 months of completing their undergraduate degree and in good standing with documentation from the college/university.

(3) Officers that are not selected for their first or second community preference should be considered for IP as YG allows and if officers are considered due course. Officers who are considered "in-zone" or "above zone" due to FOS in their current communities will not be considered for re-designation to 1820.

(4) Source Communities: Applicants will be considered from any URL, RL, or Staff designator that are due course officers whose performance remains competitive within their current community. Their warfare experience and expertise is

valued. Due to recent changes in Surface Warfare qualification requirements, and removing IWC LDOs from qualifying as Surface Warfare Officers, it should not be considered negative for officers that do not have the SWO qualification. However, Information Community Warfare Officer qualification is required for IP LDOs.

(5) Promotability: Records must be closely screened to determine when the applicant will be in-zone for promotion and their potential for further promotion as a new Information Professional Officer. Applicants with more than four years time-in-grade as Lieutenants, and all Lieutenant Commander applicants, may be challenged to develop the appropriate experience and skills necessary to compete for the next promotion board.

(6) Degree requirements: Major fields of study directly related to Science, Technology, Engineering, and Mathematics (STEM) are most strongly preferred, but not mandatory. An undergraduate cumulative grade point average (GPA) of 2.8 or greater is required. Completion of calculus sequence (calculus I and calculus II) and calculus-based physics sequence with a C average or better is preferred, but not mandatory. Additional consideration will be given to technical experience gained outside of formal educational institutions.

(7) Security clearance: Before appointment, all applicants must be eligible for a Top Secret / Sensitive Compartmented Information (SCI) clearance based on a background investigation completed not more than four years before the year of application. Applicants not possessing the requisite access authority and clearance shall execute a Personnel Security Questionnaire (SF-86) per SECNAVINST 5510.30A.

n. Intelligence (INTEL) - 1830

(1) Sustained Superior Performance: Officers who have a record of sustained superior performance and are best qualified should be considered for selection. Primary consideration should be given to applicants with documented skills, education, and background to contribute to Intelligence specialties in Human Intelligence, Targeting, Special Operations, Cyber, and Intelligence, Surveillance, and Reconnaissance (ISR).

(2) YG Considerations: INTEL has six quotas for this board. Priority should be given for high quality candidates in YG 14 due to YG shortages. Should quotas go unused based on

quota YG caps, unused YG quotas should not be reallocated. Applicants who have not specifically applied to the INTEL community will not be considered.

(3) Education: Selection is not based upon degree alone; however, preferred fields of study for Intelligence officers include: International Relations with a Language/Regional Focus (e.g., Middle East or Asian Studies), Political Science, History, or Science, Technology, Engineering and Mathematics (STEM). Certifiable foreign language skills and cultural background/expertise is highly desirable but not required. Claims to language skills must be supported by a valid minimum Defense Language Proficiency Test (DLPT) score of 2/2/2 (listening/reading/speaking) level or a Defense Language Aptitude Battery (DLAB) test to measure the applicant's aptitude to learn a foreign language.

(4) Promotability: Records must be closely screened to determine when the applicant will be in-zone for promotion and their potential for further promotion as a new Intelligence Officer. Applicants with more than four years time-in-grade as Lieutenants, and all Lieutenant Commander applicants, may be challenged to develop the appropriate experience and skills necessary to compete for the next promotion board.

(5) Assignment considerations: All applicants must be sea duty deployable and available for worldwide assignment.

(6) Security clearance: Applicants must be eligible for Top Secret, Sensitive Compartmented Information (SCI) clearance. If not currently eligible for SCI, the applicant must have included an SF-86 or a letter from a Special Security Officer (SSO) indicating successful completion of an SCI pre-screening interview.

o. Medical Service Corps (MSC) - 2300

(1) The MSC community is managed by subspecialty and not by Year Group. Applicants who pursue lateral transfers into the MSC typically lose rank by adjusting their Officer date of rank.

(a) Per OPNAVIST 1120.8A, "Appointment of Regular and Reserve Officers in the Medical Service Corps of the Navy", unless an officer has a qualifying degree in the specialty being appointed, the member only receives prior commissioned service credit of one-half year for each year on active duty.

(b) Bottom Line: The current rank of the candidate should not impact selection.

(2) This community only considers applicants for the specialty area for which the MSC Officer Community Manager has professionally recommended. For this board, the MSC is only considering Aerospace Physiologist (1836), Industrial Hygiene (1861) and Radiation Health (1825) applicants.

(3) Applicants must be worldwide deployable and have not been a Failure of Selection in current grade.

(4) The MSC has five quotas for this board. When prioritizing officers for selection, consideration should be given to selecting applicants who possess adequate time to establish a career path, attend Duty Under Instruction (DUINS) to achieve appropriate master's degree (and adequately serve an appropriate time on active duty as "payback" for education) and avoiding downstream shortfalls within the specialty. Also, when considering the selection into subspecialties, prioritize both Aerospace Physiology and Industrial Hygiene. Radiation Health is close to reaching manning target.

(5) For Radiation Health officers, applicants must have a Baccalaureate Degree with a major in radiation health, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering, or biology. Transcripts must include course work in physics and calculus with a grade of B or better. Officers with Navy nuclear experience are preferred, but not required.

(6) For Industrial Hygiene officers, applicants preferably should have a Bachelor's or Master's of Science in Industrial Hygiene, Occupational Health or engineering degree aligned with industrial hygiene. A bachelor's or master's degree in public health, environmental sciences, chemistry, chemical engineering, industrial engineering or industrial safety is also acceptable. An applicant with any degree will be considered if they can show successful completion of calculus, biology, two academic years of chemistry (including inorganic and organic chemistry with labs), and a total of at least 40 hours of coursework in the "pure" sciences.

(7) For Aerospace Physiology officers, applicants with significant military aviation experience (Naval aviator, Naval Flight Officer, etc.) who have completed a Bachelor's degree or Master's degree in a biological science (human or animal

physiology, biology, zoology, kinesiology, biomedical engineering, other biological-based sciences or a degree with a heavy concentration in "pure" sciences as appropriate) will be considered. Core courses should include: Chemistry, a second-level Chemistry course (i.e. biochemistry or inorganic), college mathematics (algebra, pre-calculus or above), Physics, and Statistics. Applicants must have a GPA of 3.0 or higher on a 4.0 scale for each degree earned. Instructor/teaching experience is highly desirable. Applicants must meet Class II aviation physical standards (flight physical).

(8) Board members should be aware that applicant's transcripts were reviewed by the appropriate Specialty Leader and were determined academically qualified for the requested subspecialty.

p. Supply Corps (SC) - 3100

(1) Source communities: Applicants will only be considered from the LDO Supply Community (651X) IAW Off-Ramp Initiative for YG 10-09.

(2) Officers selected for the Supply Corps must be physically qualified to serve at sea and world-wide assignable.

(3) Preferred experience areas and/or fields of study include: business, supply chain management, operations analysis, operational logistics, contracting/financial management, or other disciplines with demonstrated quantitative orientation (i.e., STEM - science, technology, engineering, or mathematics). Although a degree in these fields of study is not mandatory for selection, stronger consideration should be given for these academic backgrounds.

(4) In a community with a warfare designator, it is highly recommended that the officer successfully qualifies for their warfare pin prior to applying for lateral transfer to the SC.

q. Civil Engineer Corps (CEC) - 5100. The board is authorized to select one candidate from YG 12 through YG 14.

(1) Source communities: Applicants will be considered from any URL, RL or LDO designator.

(2) Degree requirements: Selected applicants must have an Accreditation Board for Engineering and Technology (ABET)

accredited engineering degree or National Architecture Accrediting Board (NAAB) accredited Architecture degree. Applicants holding degrees in engineering technology will only be considered if they have a current Engineer in Training license.

(3) In a community with a warfare designator, it is required that the officer successfully qualifies for their warfare pin prior to applying for lateral transfer to the CEC.

(4) Clearance Requirements: Secret level clearance required.

4. For further information on the lateral transfer process refer to the Board Precept, Board Membership, and this Board Quota Letter.